

End of Program Student Learning Outcomes (EOPSLO)

(Updated 09/20/25)

EOPSLO 1: Integrate the nursing process and current standards of nursing practice to provide safe, competent nursing care with respect for patient preferences, values, and needs.

ELA 1: HESI Exit 2nd Attempt *Culture of Safety & Safety Monitoring* (QSEN section) sub score two year average equal to or greater than 850.

ELA 2: HESI Exit 2nd Attempt *Dimensions of Patient Care* (QSEN section) sub score two year average equal to or greater than 850.

ELA 3: HESI Exit 2nd Attempt *Safety and Quality* (QSEN section) sub score two year average equal to or greater than 850.

ELA 4: Nursing Process sub score on NCSBN NCLEX-RN Report will be equal to or greater than 40.

ELA 5: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Provide comprehensive patient care appropriate to level of knowledge in compliance with clinical agency policy and procedure."

ELA 6: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) the competency, "Demonstrate caring behaviors, modifying interventions to address actual and anticipatory physical, emotional, spiritual, and comfort needs."

ELA 7: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) the competency, "Adapt nursing care and advocate for patient values, preferences, and needs."

ELA 8: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize standardized protocols (such as pressure injury prevention, CAUTI, CLABSI, etc.) to improve patient outcomes."

ELA 9: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Demonstrate core professional values (caring, altruism, autonomy, integrity, human dignity, and social justice)."

ELA 10 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Comply with the Code of Ethics, Standards of Practice, and policies and procedures of Western Kentucky University School of Nursing, and clinical agencies."

ELA 11: HESI Exit 2nd Attempt *Scope of Practice* (QSEN section) sub score two year average equal to or greater than 850.

ELA 12: HESI Exit 2nd Attempt *Legal/Ethical* (Sub-Specialty section) sub score two year average equal to or greater than 850.

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review NCSBN NCLEX-RN Report
- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Frequency of Assessment:** Annually (December)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2023 - ELA 1-3 met with a two-year average for HESI Exit 2nd attempt greater than 850. ELA 4: Review of NCLEX-RN data for October 2022-March 2023 shows all areas above 40th percentile for Nursing Process except Assessment which was at 39. The Assessment score bears watching, but the drop is insignificant as last year it was 40. ELAs 5-10 met as are greater than 80% of NUR 257 students scoring a rating of 4 for the noted competency. ELA 11 and 12 not met. HESI Exam Scope of Practice (QSEN) scores fell below 850 for all 6 semesters except for Spring 2022. The two-year average fell below 850 to 836. The HESI Exam Legal/Ethical (Sub-specialty) scores fell below 850 except Fall 2021 and Spring 23. **Action:** Continue to track and trend data, especially for ELA 11 and 12. Seek other methods to evaluate these ELAs or evaluate if they are necessary and valid measurements for EOPSLO 1.

December 2024 - ELA 1-3 met with a two-year average for HESI Exit 2nd attempt greater than 850. ELA 4 new data -- NCLEX Program reporting changed and now reports quarterly, semi-annual and annual data. The tables show the semi-annual and annual data for Nursing Process based on percentile rank. Assessment percentiles are the lowest, ranging from 8.12 to 23.64 depending on the time range. ELAs 5-10 met as are greater than 80% of NUR 257 students scoring a rating of 4 for the noted competency. ELA 11 and 12 met with a 2-yr average greater than 850 noting a significant improvement over last year. **Action:** Use annual data only for ELA 4 to coincide with the new NCLEX reporting. Continue to track and trend other ELA data.

EOPSLO 2: Incorporate clinical nursing judgement when prioritizing patient care.

ELA 1: HESI Exit 2nd Attempt Clinical Judgment-Clinical Decision-Critical Thinking (Nursing Concepts section) sub score two year average equal to or greater than 850.

ELA 2: HESI Exit 2nd Attempt Nursing Judgement (NLN Education Competencies section) sub score two year average equal to or greater than 850.

ELA 3: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Organize and prioritize nursing responsibilities and provide care in a timely manner."

ELA 4: (Look at new NCLEX report after Next Gen NCLEX implemented to see if there is a nursing judgment score??)

- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Frequency of Assessment:** Annually (December)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2023 - ELAs 1&2 are met as each have two-year average for HESI Exit V2 greater than 850. Summer 2023 is the first semester data was collected for ELA 3.

Action: Look at new NCLEX report after Next Gen NCLEX implemented to see if there is possibly a nursing judgement score for ELA 3. Continue to introduce NCSBN CJMM into NUR 155 and utilize throughout the program. Continue to collect and review data for ELA 3, 80% of NUR 257 students will achieve a rating of 4.0 for the competency, "Organize and prioritize nursing responsibilities and provide care in a timely manner."

December 2024 - ELA 1&2 are met as each have two-year average for HESI Exit V2 greater than 850. ELA 3 is partially met. 80% goal was met for Fall 23 and Summer 24 but fell below in spring 2024. The action for last year stated, "Look at new NCLEX report after Next Gen NCLEX implemented to see if there is a nursing judgement score for possible ELA 3." In review of the new NCLEX report, the new framework includes NCSBN Clinical Judgment Measurement Model and it is broken into the steps of the CJMM, Recognize Cues, Analyze Cues, Prioritize Hypotheses, Generate Solutions, Take Actions and Evaluate Outcomes. There is not a general category for nursing judgment. **Action:** Continue to introduce NCSBN CJMM into NUR 155 and utilize throughout the program. Continue to collect and review data for ELA 3, 80% of NUR 257 students will achieve a rating of 4.0 for the competency, "Organize and prioritize nursing responsibilities and provide care in a timely manner."

EOPSLO 3: Effectively communicate with patient and when collaborating with members of the inter-professional team.

ELA 1: HESI Exit 2nd Attempt *Communication* (QSEN section) sub score two year average equal to or greater than 850.

ELA 2: HESI Exit 2nd Attempt *Member of Team* (QSEN section) sub score two year average equal to or greater than 850.

ELA 3: HESI Exit 2nd Attempt *Collaboration and Managing Care* (Nursing Concepts section) sub score two year average equal to or greater than 850.

ELA 4: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Communicate changes in patient status to the inter-professional team."

ELA 5: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Conduct patient care reports (hand-off communication) efficiently and effectively."

ELA 6: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Provide assistance to team members to complete work efficiently when needed."

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Frequency of Assessment:** Annually (December)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2023 - ELA 2 & 3 are met as each have two-year average for HESI Exit V2 greater than 850. ELA 1 is not met with a two-year average of 848. The score on HESI Exit 2nd attempt for Communication has been below 850 for the last three semesters. ELA 4 not met. In Fall 21 and Summer 23, 80% students did not achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Communicate changes in patient status to the inter-professional team". In summer 23, the score fell just below 80% with a score of 79% for the competency "Communicate changes in patient status to the inter-professional team." ELA 5 not met for Fall 21, Summer 22 and Fall 22 with less than 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Conduct patient care reports (hand-off communication) efficiently and effectively." but has improved in the last 2 semesters. ELA 6 is met with 80% of the students achieved a 4 in the competency "Conduct patient care reports (hand-off communication) efficiently and effectively." **Action:** Continue to talk with preceptors

during phone contact about importance of students participating in handoff reports. Continue to reinforce handoff reporting and practice in clinical post conference.

December 2024 - ELA 1-3 are met as each have two-year average for HESI Exit V2 greater than 850. ELA 4 met. Fall 23, Spring 24 and Summer 24 all above 80% for students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Communicate changes in patient status to the inter-professional team". ELA 5 not met for Spring 24 and Summer 24 with less than 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Conduct patient care reports (hand-off communication) efficiently and effectively." ELA 6 is met with greater than 80% of the students achieved a 4 in the competency "Conduct patient care reports (hand-off communication) efficiently and effectively." **Action:** Monitor ELA 1 for continued improvement in trends since spring 24 was below 850. Continue to monitor ELA 5. Last year the action was to continue to talk with preceptors during phone contact about the importance of students participating in handoff reports and to continue to reinforce handoff reporting and practice in clinical post conference. Continue these actions as they are still warranted for the upcoming year as Spring 24 and Summer 24 were less than 80%.

EOPSLO 4: Model accountability for nursing care given by self and/or delegated to others while seeking appropriate resources.

ELA 1: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Initiate requests for help when appropriate to situation."

ELA 2: 90% of NUR 209 students will achieve a rating of 3.0 (Often Exhibits) for the competency, "Demonstrate use of the five rights of delegation: right task, right circumstances, right person, right communication, and right supervision when applicable." (revised Jan 2025)

ELA 3: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Assume responsibility for learning."

ELA 4: 80% of NUR 257 students will achieve a rating of 4.0 for the competency, "Accept individual responsibility and accountability for nursing interventions, outcomes, and other actions."

ELA 5: 95% of NUR 257 students will achieve a rating of 3.0 for the competency, "Collaborate and delegate elements of care to the interprofessional healthcare team within the scope of practice." (revised Jan 2025)

ELA 6: (Could look at delegation scores on NCLEX Report or HESI Exit Exam)

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form

- **Assessment Method:** Review NUR 209 Clinical Evaluation Tool
- **Frequency of Assessment:** Annually (January)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELAs 1-4 met. ELA 5 was not met four of six semesters. Less than 80% of NUR 257 students achieved a rating of 4.0 for the competency, "Collaborate and delegate elements of care to the interprofessional healthcare team within the scope of practice" for Fall 21, Summer 22, Fall 22 and Spring 23. Faculty acknowledge the fact that many students are in areas that do not provide the opportunity for delegation such as ED and ICU. Practicum faculty will need to emphasize/clarify evaluation of delegation when speaking with preceptors. The Preceptor Orientation video was updated for Summer 2023 to improve preceptor understanding the evaluation of student performance. With improvement noted in Summer 2023 for ELA 5, will continue to monitor. **Action:** Practicum faculty to emphasize correct use of evaluation form with preceptors during phone calls. Particularly the use of "NO" when task not available for evaluation. Continue to incorporate interprofessional collaboration discussion in NUR 157. Look at delegation scores on new NCLEX Report and/or HESI Exit Exam reports for possible use measuring ELA 6 in the future.

January 2025 - ELAs 1-4 met. Scores for ELA 2 which states 90% of NUR 209 students will achieve a rating of 3.0 (Often Exhibits) for the competency, "Demonstrate use of the five rights of delegation: right task, right circumstances, right person, right communication, and right supervision when applicable," have been 100% for the last three consecutive years (nine semesters). After reviewing the data, decision made that increasing the rating to 4.0 would be more meaningful than increasing the percentage of those scoring 3.0 from 80% to 90%. ELA 5 was not met five of six semesters. Less than 80% of NUR 257 students achieved a rating of 4.0 for the competency, "Collaborate and delegate elements of care to the interprofessional healthcare team within the scope of practice" for Fall 22, Spring 23, Fall 23, Spring 24, and Summer 24. Faculty acknowledge the fact that many students are in areas that do not provide the opportunity for delegation such as ED and ICU. Practicum faculty to continue to emphasize/clarify evaluation of delegation when speaking with preceptors. The Preceptor Orientation video was updated for Summer 2023 to improve preceptor understanding the evaluation of student performance. Reviewed the new NCLEX report for score reflecting delegation for possible ELA 6. None of the NCLEX report areas address delegation. Reviewed the HESI Exit Exam for delegation items. There are a few identifiable questions for delegation. Some of the other questions are prioritization and some you can't tell. The following items on HESI under Item Details were noted:

- Delegation-obtain equipment question under Legal/Ethical, Leadership
- Assignments-PN question in Leadership, Legal/Ethical, Endocrine, Neurological,

- Assign PN pilot question under Leadership
- Cushings-delegation question under Leadership, Legal/Ethical, Endocrine

Action: Practicum faculty to continue to emphasize correct use of evaluation form with preceptors during phone calls. Particularly the use of “NO” when task not available for evaluation. Continue to incorporate interprofessional collaboration discussion in NUR 157. Consider using HESI Exit 2nd Attempt Leadership (Sub-Specialty section) sub score two year average equal to or greater than 850. Change ELA 2 to read 90% will have a score of 4 or better.....and ELA 5 to read 95% will have a score of 3 or better.

EOPSLO 5: Incorporate the role of teacher when providing patient care.

ELA 1: HESI Exit 2nd Attempt *Teaching and Learning-Patient Education* (Nursing Concepts section) sub score two year average equal to or greater than 850.

ELA 2: 90% of NUR 209 students will achieve a rating of 3.0 (Often Exhibits) for the competency, “Incorporate information from assessment, diagnosis, planned interventions to identify the individual teaching needs of each patient.”

ELA 3: 80% of NUR 257 students will achieve a rating of 4.0 for the competency, “Perform teaching appropriate to developmental level, knowledge, and learning needs of the patient.”

- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Assessment Method:** Review NUR 209 Clinical Evaluation Tool
- **Assessment Method:** Review NUR 257 Preceptor Input to Student Evaluation
- **Frequency of Assessment:** Annually (January)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELAs 1-3 met. The two-year average for HESI Exit 2nd attempt is greater than 850. All NUR 209 students scored a rating of 3 or higher for the noted ELA 2 and 3 competencies. ELA 3 was added with new EOPSLO changes and Summer 23 is first semester data was collected. **Action:** No changes needed at this time.

January 2025 - ELAs 1-3 met. The two-year average for HESI Exit 2nd attempt is greater than 850. Greater than 90% of NUR 209 students scored a rating of 3 or higher for the noted ELA 2 competency. ELA 3 was added with new EOPSLO changes and Summer 23 is first semester data was collected. Greater than 80% of students achieved a rating of 4.0

for the competency, “Perform teaching appropriate to developmental level, knowledge, and learning needs of the patient.” **Action:** No changes needed at this time.

EOPSLO 6: Demonstrate a spirit of inquiry and examine the evidence that underlies clinical nursing practice to enhance quality and safety in health care.

ELA 1: 90% of students will earn the IHI quality and safety certificate.

ELA 2: 80% of NUR 255 students completing the Spirit of Inquiry/EBP assignment will score at least 80%.

ELA 3: HESI Exit 2nd Attempt *Research and EBP* (QSEN section) sub score two year average equal to or greater than 850.

ELA 4: HESI Exit 2nd Attempt *Quality Improvement* (QSEN section) sub score two year average equal to or greater than 850.

- **Assessment Method:** Review NUR 255 Blackboard gradebook for student submission of IHI quality and safety certificate
- **Assessment Method:** Review NUR 255 end-of-semester report for Spirit of Inquiry Scores
- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Frequency of Assessment:** Annually (January)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELA 1 not met two of six semesters. In Fall 2021 84.4% earned the IHI quality and safety certificate and 88.6% in Fall 22. ELA 2 not met in the most recent two semesters. In Spring 2023 78.9% of NUR 255 students completed the Spirit of Inquiry/EBP assignment with a score of 80% or above and 71.1% in Summer 2023. ELA 3 met with a subscore 2-year average of 865 for the HESI Exit V2 Research and EBP section. ELA 4 met with a subscore 2-year average of 865 for the HESI Exit V2 Quality Improvement section. Regarding ELA 2, Spring 2023 was the first semester students were required to complete and expanded HESI Compass program which required an extensive amount of student time to complete. Faculty believe this to be a possible reason why the ELA was not met since Spring 2023 while it had not been an issue previous semesters. In addition, students typically do well on a similar assignment in the semester prior to NUR 255. Faculty discussed placement of assignment in the future,

assignment instructions, and how better to present the differences between the NUR 255 Spirit of Inquiry assignment and the similar Spirit of Inquiry assignment students complete the semester prior in NUR 209. **Action:** NUR 255 faculty to send an announcement to students to highlight the differences in the NUR 255 Spirit of Inquiry assignment from the similar assignment students completed in NUR 209. NUR 255 faculty to move the Spirit of Inquiry assignment to earlier in the semester before HESI Compass assignments become so heavy.

January 2025 - ELA 1 met. At least 90% of students earned the IHI quality and safety certificate since Spring 23. ELA 2 not met. Greater than 80% of NUR 255 students completed the Spirit of Inquiry/EBP assignment with a score of at least 80% two of the last 6 semesters, Fall 22 and Summer 24. In January 24, the faculty discussed actions on how to improve the ELA score. For Summer 24, NUR 255 faculty moved the Spirit of Inquiry assignment to early in the semester before test 1 and before Compass assignments became heavy. Also, NUR 255 faculty added special instructions for the Spirit of Inquiry assignment to pay special attention to the directions as they are different from a similar assignment in the previous semester. Note that the Summer 24 score improved from the previous 4 semesters. ELA 3 met with a subscore 2-year average of 879 for the HESI Exit V2 Research and EBP section. ELA 4 met with a subscore 2-year average of 896 for the HESI Exit V2 Quality Improvement section. **Action:** Continue to monitor trends in ELA 2 & 3 to check for progress. No other changes at this time.

EOPSLO 7: Use information and communication technologies to coordinate patient care and support clinical decision making.

ELA 1: 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize the electronic health record appropriately to obtain information and document responses to care where appropriate and available in the clinical setting."

ELA 2: HESI Exit 2nd attempt Nursing Informatics (QSEN) sub score two year average equal to or greater than 850.

ELA 3: (See if new NCLEX report has a score that could be used)

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review HESI Exit 2nd Attempt scores
- **Frequency of Assessment:** Annually (January)
- **Person or Group Responsible:** Program Evaluation Committee

- **Report of Data Collection & Analysis:**

January 2024 - ELA 1 met for 5 of six semesters. All except Spring 23 semesters greater than 80% of students achieved a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize the electronic health record appropriately to obtain information and document responses to care where appropriate and available in the clinical setting." Spring 23 score just below 80% with 79%. ELA 2 is met with a two-year average for HESI Exit 2nd attempt equal to 850. **Action:** Continue to monitor for trends. Evaluate new NCLEX report when it is available for a score that could be a possible ELA 3.

January 2025 - ELA 1 met for 4 of six semesters. All except Spring 23 and Spring 24 semesters greater than 80% of students achieved a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize the electronic health record appropriately to obtain information and document responses to care where appropriate and available in the clinical setting." Spring 23 score just below 80% at 79% and Spring 24 just below at 76%. ELA 2 is met with a two-year average of 900 for HESI Exit 2nd attempt. Evaluated new NCLEX report for a score that could be a possible ELA 3. None of the frameworks-- NCSBN Clinical Judgment Measurement Model, Nursing Process, Human Functioning, Health Alterations, Wellness/Illness, Maturity, and Stress, Adaptation, & Coping— contain content regarding information and communication technologies. **Action:** The HESI category for ELA 2 is called Nursing Informatics not Informatics. Update language for ELA2 to be consistent with HESI terminology. Continue to monitor trends.